



PRESS RELEASE

RYANAIR PILOT GROUP

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FOR IMMEDIATE RELEASE
27 Gennaio 2013
(Pagina 1 di 2)

ryanairpilotgroup.com

I piloti Ryanair respingono l'annuncio di un accordo

L'invito dei Piloti a negoziare ignorato da Ryanair

I piloti di RPG (Ryanair Pilot Group) respingono con forza le ultime affermazioni di Ryanair (26 Marzo 2013) circa un nuovo contratto per i propri piloti.

E' un mistero come Ryanair possa annunciare un nuovo contratto quando la maggioranza dei piloti ha già respinto con forza l'offerta della compagnia attraverso una consultazione, organizzata da RPG, ed i cui risultati sono stati pubblicati il 7 marzo scorso.

A partire dal dicembre 2012, la nostra organizzazione ha effettuato una serie di consultazioni tra i piloti per stabilire le modalità con cui essi vogliono essere rappresentati nella negoziazione con la compagnia. I risultati di queste consultazioni sono visionabili sul sito RPG <https://www.ryanairpilotgroup.com/aboutus.php>

In sintesi queste le volontà espresse:

- rigetto della rappresentanza esistente così come imposta da Ryanair
- costituzione di una rappresentanza in accordo alla libera volontà dei piloti
- istituzione di un team di negoziazione che rappresenti RPG nelle trattative
- respingere i presunti accordi che Ryanair sostiene di aver raggiunto in alcune basi

Sottolineiamo che ai "ballot" di consultazione del Ryanair Pilot Group partecipa, previa registrazione, la maggioranza dei piloti Ryanair. E' un rammarico che gli assistenti di volo di Ryanair non abbiano, ad oggi, una forma di rappresentanza indipendente in grado di sostenere i loro interessi collettivi.

La nostra organizzazione ha invitato formalmente Ryanair ad avviare una negoziazione con i nostri rappresentanti. Ad oggi, nonostante un ulteriore sollecito, non abbiamo avuto alcun cenno di riscontro. Non è chiaro il motivo per cui Ryanair si rifiuta di rispondere e di iniziare un confronto con i rappresentanti RPG individuati democraticamente.

Le affermazioni della compagnia circa presunti accordi sono imprecise e fuorvianti: non sono applicate alla totalità dei piloti che operano nelle basi e sono basati su calcoli e cifre che non sono trasparenti.

Supported by ECA Members Associations, the Ryanair Pilot Group (RPG) encompasses all pilots operating for Ryanair. Our primary concern as Professional Air Line Pilots is Safety. Our goal is to gain fair representation and change the culture in our workplace. For more information on the Ryanair Pilot Group, visit www.ryanairpilotgroup.com

Alleghiamo a questo comunicato una copia del presunto accordo ed un'analisi preliminare dello stesso.

Un accordo fantomatico, che viene sponsorizzato con una durata di 5 anni, in cui mancano chiarezza e trasparenza è semplicemente un insulto. I piloti Ryanair sono sorpresi e si pongono molte domande su accordi "decisi" e stipulati in loro vece. Purtroppo non ci aspettiamo risposte a queste domande.

Ryanair annuncia di aver raggiunto tali accordi in un piccolo numero di proprie basi, fra l'altro tra più piccole, coinvolgendo una minoranza di piloti. Rammentiamo che oltre il 70% dei piloti che volano per Ryanair non sono assunti in modo diretto dalla compagnia e, pertanto, sono esclusi da questi processi imposti da Ryanair. Questo fatto dovrebbe bastare, da solo, a rendere l'intera operazione totalmente priva di effettivo coinvolgimento e di validità.

In una consultazione (organizzata dai piloti per i piloti), la maggioranza schiacciante aveva già respinto al mittente l'offerta di Ryanair. Anche alla luce di questo, l'altisonante annuncio di Ryanair di aver raggiunto un "accordo" con i propri piloti è fuorviante, non rappresentativo e semplicemente falso.

Per ulteriori informazioni si prega contattare RPG a contact@ryanairpilotgroup.com

BREMEN (BRE) PILOT BASE COLLECTIVE AGREEMENT

1st April 2013 to 31st March 2018

(Replacing Agreement ending 31st March 2013)

• **GENERAL**

All provisions of the 2007 Base Agreement as amended and which expires on 31st March 2013 will continue to apply except where amended herein.

• **BASIC PAY INCREASE – Captains (c. 10% increase on lowest base rate)**

Increase	Y1	Y2	Y3	Y4	Y5	Total Increase
Euro	€2,000	€1,000	€1,000	€1,000	€1,000	€6,000

• **ALLOWANCE Captains & FOs - 20% up front increase Capts & 10% FOs.**

	Current	Increase* Capt Only	New Sim Allowance	New Capt Total	New FO Total
Euro	€5,000	€500*	€500	€6,000	€5,500

• **SECTOR PAY – Captains and FOs – (Gross Payment plus c.10% optional supplement)**

- Gross Payment per scheduled block hour.
- Optional flexible Summer Roster Supplement psbh (see Rosters below) payable Nov if full season completed.

Gross Sector Pay	Capt/ SFO	FO/ JFO	SO
PSBH	€51.08	€42.35	€21.18
Holiday Day	€158.67	€134.87	€67.43
Working Day Off*	€594.90	€300.00	€150.00

Gross Supplement	Captains	FOs
Euro	€5.00	€4.00

* Working day off supplement will be reviewed if abuse (e.g. deliberate triggering of working days off) is identified.

• **ROSTERS**

- 5-4 fixed from 1st April 2013 to expiry of agreement on 31st March 2018 (to be reviewed if SPQ significantly amended).
- Optional unfixed Summer roster to be agreed with ERC to include 2 calendar weeks Summer leave.

• **PENSION – 20% Increase from €5K to €6K matching contribution Captain**

Capt Increase	Current	Increase	New
Euro	€5,000	€1,000	€6,000

• **REVIEW AND TERMINATION**

- Subject to review if profit in any year less than previous year.
- This agreement will expire on 31st March 2018 and rosters will revert to 5 days on and 3 days off in every 8 days.

• **SAMPLE INDIVIDUAL INCREASES**

Euro	Capt	FOs
Basic	€6,000	n/a
Allowance	€1,000	€500
Sector Pay*	€3,000	€2,400
Pension	€1,000	n/a
	€11,000	€2,900

* 600 Summer hours est.



PILOT UPDATE

RYANAIR PILOT GROUP

Contact:
contact@ryanairpilotgroup.com

FOR IMMEDIATE RELEASE
01st March 2013

ryanairpilotgroup.com

Ryanair Base Offer – Ballot 2013-003

Take it or Leave it

The attached documents are prepared in the following sequence:

1. Section 1 - Standard Base Deal (as presented by Ryanair)

Section 1 presents the standard base deal which has been presented to various bases in the network. While a number of variations with regards to pay rates apply in various bases, the main clauses in agreement remain identical.

2. Section 2 - Agreement Analysis

In Section 2, the standard base deal is dissected and reviewed with important questions raised for pilots to consider ahead of any vote.

Please carefully read through this entire document. You will be asked to vote on the contents of this deal in the forthcoming ballot on **Sunday March 3rd 2013**.

A number of important factors should also be taken into account when deciding to vote

- In February 2013, we as the majority of pilots in Ryanair voted in ballot 3 for a legally compliant contract (tax and social contributions included) for all pilots. This offer does not comply with either condition. Pilots are once again asked to accept a divisive deal with time pressures from both management and certain ERC pilots. There is not sufficient time to assess if this offer complies with legal requirements and entitlements in a number of different countries.
- This deal contains nearly no benefits for First Officers in the company but has significant ramifications for them if accepted by pilots.
- This deal excludes all Brookfield / Storm contractor pilots who represent over 70% of the company.

We encourage all pilots to reject this deal presented by the company and reiterate to management that the Ryanair Pilot Group remains available for immediate contact to initiate initial discussions on base negotiations.

Ryanair Pilot Group

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SECTION 1 – STANDARD BASE DEAL (as presented by Ryanair)

• **GENERAL**

All provisions of the 2007 Base Agreement as amended and which expires on 31st March 2013 will continue to apply except where amended herein.

• **BASIC PAY INCREASE – Captains (c. 10% increase on lowest base rate)**

Increase	Y1	Y2	Y3	Y4	Y5	Total Increase
Euro	€2,000	€1,000	€1,000	€1,000	€1,000	€6,000

• **ALLOWANCE Captains & FOs – 20% up front increase Capts & 10% FOs.**

	Current	Increase* Capt Only	New Sim Allowance	New Capt Total	New FO Total
Euro	€5,000	€500*	€500	€6,000	€5,500

• **SECTOR PAY – Captains and FOs – (Gross Payment plus c.10% optional supplement)**

- Gross Payment per scheduled block hour.
- Optional flexible Summer Roster Supplement psbh (see Rosters below) payable Nov if full season completed.

Gross Sector Pay	Capt / SFO	FO / JFO	SO
PSBH	€51.08	€42.35	€21.18
Holiday Day	€158.67	€134.87	€67.43
Working Day Off*	€594.90	€300.00	€150.00

Gross Supplement	Captains	FOs
Euro	€5.00	€4.00

* Working Day off supplement will be reviewed if abuse (e.g. deliberate triggering of working days off) is identified

• **Rosters**

- 5-4 fixed from 1st April 2013 to expiry of agreement on 31st March 2018 (to be reviewed if SPQ significantly amended).
- Optional unfixd Summer roster to be agreed with ERC to include 2 calendar weeks Summer Leave.

• **Pension – 20% Increase from €5K to €6K matching contribution Captain**

Capt Increase	Current	Increase	New
Euro	€5,000	€1,000	€6,000

• **REVIEW AND TERMINATION**

- Subject to review if profit in any year less than previous year.
- This agreement will expire on 31st March 2018 and rosters will review to 5 days on and 3 days off in every 8 days.



- **SAMPLE INDIVIDUAL INCREASES**

Euro	Capt	FOs
Basic	€6,000	n/a
Allowance	€1,000	€500
Sector Pay*	€3,000	€2,400
Pension	€1,000	n/a
	€11,000	€2,900

* 600 Summer hours est.

SECTION 2 - AGREEMENT ANALYSIS

- **GENERAL**

All provisions of the 2007 Base Agreement as amended and which expires on 31st March 2013 will continue to apply except where amended herein.

Questions

1. ***Who 'negotiated' the deal in 2007? Are these individuals still in the company? Is a clean copy with normal explanations available, given that it is supposed to become part of 'this agreement'?***
2. ***Why should pilots continue to adhere to amended 2007 deals which were forced by management without negotiations? Where did such agreements get pilots in Italy and Germany, who are being pursued personally for income tax and social security tax payments dating back to 2006?***
3. ***New contract terms means end of 10 years 'grandfather' rights on EU law regarding social security - what are the full implications for pilots who accept this deal?***
4. ***Is this change in contract legal from income tax, social security and labour law perspectives in the countries in which you are based? Who has asked or checked this?***
5. ***If in the future, aspects of this 'contract' prove to be illegal, who will be liable – individual pilots as in Italy and Germany at present?***

- **BASIC PAY INCREASE – Captains (c. 10% increase on lowest base rate)**

Increase	Y1	Y2	Y3	Y4	Y5	Total Increase
Euro	€2,000	€1,000	€1,000	€1,000	€1,000	€6,000

Questions

1. ***Does that mean it applies to pilots on the lowest base rate or to all pilots using the lowest base rate for calculation?***
2. ***What does c. stand for in the title?***



3. **Basic pay increase on lowest base rate? (do senior guys not get the increase as they have a higher basic salary?) So is this deal bringing up lower earners to salary of senior guys already below industry norm payments?**
4. **Increase = 2% per year over 5 years. Is that not unlikely to fall behind inflation rates in the EU, which are already running well above 2%? Does this mean an effective pay cut over 5 years if pay does not even keep pace with inflation?**
5. **The basic increase as a % of more senior captain's salary (EUR 70k for example) is around 8% over 5yrs. This is about 2 yrs of inflation at current rate - . This = Net pay decrease over five years?**
6. **Pay increase offered as a fixed amount , means that in fact second year you get less than 1% and again less the third year and so on. On top of the fact that people with higher basic salary get far less than 10% over the five years.**

- **ALLOWANCE Captains & FOs – 20% up front increase Capts & 10% FOs.**

	Current	Increase* Capt Only	New Sim Allowance	New Capt Total	New FO Total
Euro	€5,000	€500*	€500	€6,000	€5,500

Questions

1. **There is an astrix in column for “increase capt only”. What does that mean? There is no explanation other than at the bottom of the sheet as 600 hours summer hours est.**
2. **Why are Captains and FOs on different % increases for these allowances – this means FO's are getting proportionately less than Captains.**

- **SECTOR PAY – Captains and FOs – (Gross Payment plus c.10% optional supplement)**

- Gross Payment per scheduled block hour.
- Optional flexible Summer Roster Supplement psbh (see Rosters below) payable Nov if full season completed.

Gross Sector Pay	Capt / SFO	FO / JFO	SO
PSBH	€51.08	€42.35	€21.18
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Gross Supplement	Captains	FOs
Euro	€5.00	€4.00

* Working Day off supplement will be reviewed if abuse (e.g. deliberate triggering of working days off) is identified

Questions



1. ***“Optional flexible summer roster supplement”, payable in Nov if full season completed... Is this an attempt to keep pilots from not resigning until after the summer season is over? If they did they would lose this extra payment? Also summer season is not specified.***
2. ***What happens if you are sick, or have an accident? Are you denied payment because you didn't complete the full season?***
3. ***Previously, sector pay was quoted net of tax. Is PSBH to be paid as Gross Pay now? What is the tax rate? What calculations have been done to show if this will amount to a decrease or increase in net sector pay? What expertise was used in ‘negotiations’ to ensure the figures being used do not result in a net pay decrease? How will net sector pay be affected by tax rates in different countries, if income tax has to be calculated and paid in countries other than Ireland?***
4. ***If it is paid gross will this push people up to higher USC and tax bands? Will the company have to pay any additional charges or will the pilots end up with less net pay? Is this why changes were made in some countries to when sector pay is paid during the month, without and discussion, consultation or negotiations?***
5. ***Shouldn't a contract clause be introduced, in order to clarify legal tax liabilities and the payment of tax if regulations change in Ireland or other EU countries? In light of recent developments in Germany, Italy and France, how are pilots protected from future changes in tax rules in different countries?***

- **Rosters**

- 5-4 fixed from 1st April 2013 to expiry of agreement on 31st March 2018 (to be reviewed if SPQ significantly amended).
- Optional unfixed Summer roster to be agreed with ERC to include 2 calendar weeks Summer Leave.

Questions

1. ***What does SPQ stand for? It is not defined.***
2. ***If it means Sub Part Q, then what does ‘significantly amended’ actually mean and who decides? Is this just a carte blanche for Ryanair to change the roster pattern when ever they want to?***
3. ***If 5/4 is subject to review due to changes in SPQ, then it is not fixed for the duration!***
4. ***Also Optional unfixed summer roster to be agreed with ERC... What exactly does this mean? Why is the term ERC sneaked into the sentence? Does ‘unfixed’ mean there will be no pattern to the roster? Does this mean that if an ERC (potentially one person) agrees, can everyone else's roster be changed and they have no say in the matter? What assurances that anyone would get two weeks leave during the summer in any base?***



5. Is A/L still 1 month off in winter under this new ‘unfixed’ roster during the summer? Will the roster become ‘unfixed’ for the whole year? What can prevent the company from completely abusing this provision and introducing any roster pattern they want, for any individuals, at any base?

• **Pension – 20% Increase from €5K to €6K matching contribution Captain**

Capt Increase	Current	Increase	New
Euro	€5,000	€1,000	€6,000

Questions

- 1. This deal seems only for Captains? Are First Officers irrelevant in this process? Do First Officers not need to make provisions for their pension? Or has Ryanair recruited everyone on BRK / STM contract and simply don't care what provisions are made for pilots' retirement?**
- 2. Is this just another mechanism to divide the pilot body and create friction between First Officers and Captains?**
- 3. If First Officers cannot afford to make contributions because there are too many of them and they are not getting sufficient hours to make a reasonable living, there would be no contributions for the company to 'match'. The same would apply to Captains if they don't make any contributions.**

• **REVIEW AND TERMINATION**

- Subject to review if profit in any year less than previous year.
- This agreement will expire on 31st March 2018 and rosters will review to 5 days on and 3 days off in every 8 days.

Questions

- 1. After the 2018 agreement will revert to 5/3? Is management already threatening pilots 5 years early?**
- 2. 5 days on and 3 days off in every 8 days; doesn't say as a block; same for the 5 - 4? Is this what is meant by 'unfixed rosters' earlier in this document?**
- 3. Review of payments if profit made is less than previous year!!! What does "review" mean? Who will review and who will decide? Will pilots pay then be used to shore up decreasing profits year on year? As expansion slows profits will decrease – are pilots then going to pay the price for management failures?**